COMMUNITY INTEGRATION AND INCLUSION

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I. Statement of Purpose

Community Integration and Inclusion training revolves around the concept of values and will be philosophical in content. This training will enable staff to:

- Define "Community Membership" and identify related issues

- Understand and demonstrate a variety of strategies for assisting individuals to connect with their community, which may lead to development of meaningful relationships

- Demonstrate an awareness of potential stumbling blocks/barriers to success for individuals and identify possible solutions

II. Time Frame: 2 hours

III. Methodologies

A variety of methodologies may be used to teach this material

1. Role play

2. Active discussion

3. Group exercise, with case studies are particularly effective

Small groups' use of local newspapers to discover what activities are available

IV. Outcomes/Competencies

A.   **Staff will define "Community Membership" and identify related issues.**

    1. What does community membership look like? Examples :(compare, contrast staff with people we serve) friends, citizenship, social network, etc.

    2. Different for each person

    3. Changes over time

B.   **Staff will understand and demonstrate a variety of strategies for assisting individuals to connect with their community which may lead to development of meaningful relationships.**

    (Strategies relate to individuals stated preferences, interests, gifts, talents and need for support)

    1. How are we socialized?
        Examples: parents, school, places of worship, peers, work, community, media

    2. The path an individual takes towards Community Membership is based on:
        Examples: personality, personal values, childhood, life experiences, support networks, favorite activities, talents, etc.

    3. How do we support community membership?

        a. Listen and understand individual desires and preferences
        b. Identify and teach skills necessary to be successful in the community.
        c. Identify and provide supports necessary to enhance success
        d. Generate and implement the IP, including data collection

    4.   Connecting strategies

        a. Staff will recognize the difference between community involvement and community "outings".
        b. Providing opportunities for individuals to get to know their community and vice versa.
        c. Strengthen or rekindle existing relationships
        d. Recognize opportunities for new support networks.

C.	Staff will demonstrate an awareness of potential stumbling blocks/barriers to success for individuals and identify possible solutions.

I.	The individual may:

    a.	Lack experience with relationships
    b.	Have limited or poorly understood interests
    c.	Have a fear of new experiences, relationships, etc.
    d.	Confuse "definitions" of abstract concepts (e.g., friend, help, love, etc)
    e.	Exhibit unacceptable social behavior

2.	The staff may:

    a.	Work more from their personal preferences and values rather than toward the person's desires
    b.	Lose sight of the long-term goals given immediate work demands and the short-term benefits of "doing it for them".
    c.	Lack adequate teaching/counseling skills
    d.	Prefer the comfort of "letting it be".
    e.	Lack the support necessary to assist the person in pursuing potentially risky or labor-intensive activities.
    f.	Use the community as a reward to be earned or removed than as a right.

3.	The Community may:

    a.	Be hesitant to accept the person
    b.	Openly discriminate against the person

4.	Solutions to these stumbling blocks can include:

    a.	A good plan
    b.	Well trained support staff
    c.	History of success, breeds success
    d.	Strong advocacy effort
    e.	Support network rooted in the community

Resources for Community Integration and Inclusion Training

Minnesota Governors Planning Council on Developmental Disabilities 612-296-4018
<u>Friends: A Manual for Connecting Persons with Disabilities and Community Members</u>

Oldenburg, Roy <u>The Great Good Place: Cafes. Coffee Shops Community Centers Beauty Parlors, General Stores Hangout and How They Get You Through the Day</u>

The Arc of Maryland, <u>Celebrating</u> <u>Lives</u>, video

James Brodie Productions, <u>Just Friends</u>, video, contact: 416-340-1513

Program Development Associates<u>, Fred's story, </u>(Includes Questions for Discussions) Contact: 1-800-543-2119

Young Adult Institute, N.Y., <u>The Differences Between Strangers, Acquaintances and Friends</u> (Includes Manual,) contact: 212-563-7474

Poem: <u>You and l</u>

Article: <u>All of my Assumptions are Questionable</u>

Article Michael Small: <u>Sharing Power</u>

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POST TEST

Name:_____ Date:_____

Short Answers:

1.   List two barriers that may hinder a person's ability to make meaningful connections in their community.

2.   Describe two ways to overcome the barriers m # I

3.   In the community where the person lives or works list five new resources that you will help the individual explore.

4.   How will you assist the person do be able to experience the resources on their own in the future.

Score/Comments:

_____
_____

Instructor: _____